

FUTURE STUDY OF PROMOTING EMPLOYEE'S HAPPINESS AT WORK

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Abstract

This is conceptual research that has purpose to advance current research on motivation and training topics to working performance in Indonesia. Most of the published study of work performance is dominated by quantitative research, that find the partial and simultaneous correlation between motivation and training to work performance. Therefore, future research to elaborate the other significant factor is examined by using qualitative approach. The method begins with a systematic literature review that using seven stage approach and consist of topic exploration, searching, organizing, evaluating, expanding, integrating, and communicating the result. The finding is to find the gap between motivation-training and other factor that may come up as the potential catalyst to improve performance at work. One of the prominent candidates for the catalysator is happiness.

Keyword: Performance, Happiness, Motivation, Training

The herb's theme park that in this research paper called HT park does have its uniqueness. This park is the only tourist spot that carries the theme of herbs park in West Java that brings all herbs, herbal plant, out bond and how to manufacture the plant concept. This concept does not change the tourism spot function for recreational places and increases visitors' knowledge of healthy life with herbs and herbal products. HT park provides information about herbal and herbs plants. It starts from growing, maintaining, developing, and harvesting these plants into efficacious, consumable health products. HT park is located in a remote area because it requires much space to grow various plants. Although the location is not far from the city center, visitors to this tourism spot are always full of the crowd but still easy to access. HT park was initiated and founded by a famous plant enthusiast in Depok, West Java, Indonesia. Apart from his love for herbal plants, the founder also plans to create a tourist area with a health theme park combined with environmentally friendly tourism, herbal plant cultivation. Current research on working performance consist of How happiness can be significant part of working performance. Then, Self-driven personality and psychology capital can add value on happiness (Kawalya, Kasekende, & Munene, 2021). Also, useful for explaining very high happiness-at-work and high quality-of-work performance (as assessed by managers) – as well as algorithms explaining very low happiness and very low quality-of-work performance (Jaw, Po-Hsun Hsiao, Huan, & Woodside, 2016). Should be to both better understand the role of happiness and to identify the influence of individual HR practices on specific attitudes to improve working performance (Atkinson & Hall, 2011).

Literature Analysis

Both leader happiness and sadness effect on employees performance (Visser, van Knippenberg, van Kleef, & Wisse, 2013). It is well accepted that happiness can provide immense motivation for someone to achieve higher performance. Generating happiness in the workplace is one way of empowerment to induce productivity (Santoso & Kulathunga, 2016). Complex relations may exist between executive functioning and trait-level happiness pursuits, and have implications for possible interventions aimed at enhancing happiness-

related motives and cognitive processes to facilitate learning (Kryza-Lacombe, Tanzini, Yali, & O'Neill, 2021).

Table 1. Current Dimension Found on Quantitative Research

Motivation	Training	Performance
1. The Need for Achievement.	1. Instructor	1. Target
2. Broaden the Network	2. Selection	2. Quality
3. Master A Job	3. Purpose	3. Completion Time
4. Hard Work	4. Type of Training	4. Obey the Principle.
5. Future Orientation	5. Training Objectives	5. Accuracy of Task Completion
6. Effort to Move Forward	6. Qualification of Participants	6. Conformity of Working Hours
7. Selected Partner	7. Raining Qualification	7. Attendance Rate
8. High Level of Ideals	8. Training Materials	8. Cooperation Between Employees
9. Task or Goal Orientation	9. Training Method	9. Job Satisfaction
10. Perseverance	10. Attitudes and Skills	10. Quantity of Work
11. Time Utilization	11. Length and Time of Training	11. Efficiency
12. Responsibility	12. Training Facilities.	12. Work Discipline
13. Work Performance		13. Accuracy
14. Opportunities for Advancement		14. Leadership
15. Recognition of Performance		15. Honesty
16. Challenging Work		16. Creativity

Method

Qualitative research needs to measure the validity (accuracy), reliability (reliability) and accuracy (truth) of the data. The accuracy of the data using snowball sampling. Data reliability using matrices and data management tools. The correctness of the data uses triangulation. Feature used from the Nvivo can be adjusted based on the information required by the researcher. Not limited but step by step on using the data management tool can use recommended step below.

The method of measuring the reliability and validity of incoming data is very important in qualitative research in social science (Silverman, 2014). This data triangulation complements the data relevance test using coverage graphs, word trees, word clouds, and node maps on the NVivo test tool (Amelia, Thoyib, Irianto, & Rofiq, 2021).

1. Measuring the scope of the discussion, able to answer whether the data needs have been met. The comparison of the data obtained is measured by the percent symbol, with all evaluation criteria being met.
2. Forming a word tree: Relate the criteria to the topic being discussed. If there is something that has not been detected in the word tree graph, it means that the researcher must continue to add the required data. This stage is carried out continuously as long as the test is carried out. This stage will bring up a graphic form that relates one evaluation category to another.
3. Mapping the Word cloud: the dominance of the discussion in each topic can be seen. Each topic in the evaluation has criteria that must be met and the word cloud can map the dominance of each topic complete with its criteria.
4. Creating Nodes helps to see in order which topics are considered important by the resource person. The wider the results of data processing, the more and deeper the data obtained. The smaller or narrower the data area shown, the less important or less important in explaining the topic.

Conclusion and Suggestions

Since this is a research concept, the ongoing qualitative research must be conducted and finished to developed in to qualitative one. So, the future result expected are to involve happiness as the catalyst of working performance, strong model to measure performance, advancing research trough qualitative perspectives. Beyond the predicted dimension on motivation and training to performance, there will be happiness factor to involved.

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